

MINISTRY OF LABOUR



ANNUAL REPORT

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PROVINCE OF BRITISH COLUMBIA

MINISTRY OF LABOUR

ANNUAL REPORT

April 1, 1983 to March 31, 1984

HON. ROBERT H. McCLELLAND, Minister

ISABEL A. KELLY, Acting Deputy Minister

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VICTORIA, B.C.





To the Honourable
Robert G. Rogers,
Lieutenant Governor of the Province of
British Columbia

May it please Your Honour:

The 65th Annual Report of the Ministry of Labour
of the Province is herewith respectfully submitted.

ROBERT H. MCCLELLAND
Minister of Labour

Office of the Minister of Labour,
March 31, 1984

To the Honourable Robert H. McClelland
Minister of Labour

Sir:

I have the honour to submit herewith the 65th Annual Report of the activities of the Ministry of Labour for the period April 1, 1983, to March 31, 1984.

ISABEL A. KELLY
Acting Deputy Minister of Labour

Ministry of Labour
Victoria, B.C., March 31, 1984

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* Readers are advised that the Ministry of *
* Labour Annual Report is now compiled on a *
* fiscal year basis rather than by calendar *
* year, as a result of an amendment to the *
* Ministry of Labour Act in 1982. This re- *
* port, with the exception of Human Rights *
* data which is still compiled by calendar *
* year, contains information for fiscal *
* April 1, 1983 to March 31, 1984. *
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LABOUR RELATIONS

EMPLOYMENT STANDARDS BRANCH

The Mandate

The Employment Standards Branch is responsible for the administration of the Employment Standards Act and its regulations.

The Act sets standards in British Columbia for minimum wages, payment of wages, maternity protection, vacation and general holiday entitlements, hours of work and overtime rates, control of employment of children, employment agencies, termination of employment, farm labour contractors, and hiring practices. The Branch also provided investigative services to the Labour Relations Board. In delivery of these services, the Branch employed 63 Industrial Relations Officers located in 14 regions throughout the province.

Wage Recovery

Dealing with business failures accompanied by bankruptcies continued to create a major part of Branch activities. In addition, a decision of the Supreme Court of British Columbia which ruled that Section 13(2) and (4) of the Employment Standards Act were ultra vires of the provincial Legislature, effectively constrained the Branch from processing wage recovery certificates for a period of several months. The Supreme Court decision was reversed on appeal but left the Branch with a heavy backlog of appeals.

Amendments to the Employment Standards Act, effective December 1, 1983, expanded the Branch's mandate by eliminating the Employment Standards Board and creating a new appeal route through a review by the Director of an order issued by an Industrial Relations Officer, with a right of further appeal to the County Court. An appeal to the County Court provides an opportunity to the employer of a trial de novo.

A total of 1,071 certificates were issued against employers, with a total value of \$9,909,922.00 wages.

Child Employment

The Branch continued to closely monitor the conditions governing child employment in the hand harvesting of fruit, berry and certain vegetable crops. Subject to specific conditions to ensure the safety and welfare of children, 2,642 permits were issued to growers. In addition, 154 permits were issued following investigation of applications made by employers in other industries.

Other Activities

Following the elimination of hearings by the Employment Standards Board, the Branch took over the backlog of wage certificate appeals. Designates were appointed to hear the appeals on 230 outstanding certificates.

Following the amendments to the Act, the Director and Deputy Director conducted 42 reviews of an Officer's "Order to Pay" and conducted six hearings pursuant to Section 84. User fees collected amounted to \$9,636.00. Although the review procedure and user fee requirement were only in place for four months, there were indications that the volume of appeals would be significantly reduced over past levels.

Assignments completed for the Labour Relations Board included investigation of applications for certification and decertification, representation votes, Section 96 (1) applications, Section 8 appointments, and Section 34 applications.

STATISTICS

Wage Recovery

Number of certificates issued	1,071
Value of certificates	\$9,909,922.00
Number of Orders to Pay issued*	693
Orders to Pay reviewed by Director*	42
Number of hearings flowing from Orders to Pay*	6
Total user fees collected for reviews*	\$9,636.00
Extraordinary hearings resulting from transition	230

*For the period December 1, 1983 to March 31, 1984 only.

<u>Recovered by Litigation</u>	\$1,625,827.00
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<u>Recovered by Voluntary Compliance</u>	\$2,703,783.00
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<u>Assignments</u>	12,108
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<u>Employment Agencies</u>	105
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<u>Farm Labour Contractor Licenses</u>	41
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Child Employment Permits

General permits issued	154
Fruit, berry and vegetable industry permits	<u>2,642</u>
Total Child Employment Permits	2,796

MEDIATION SERVICES BRANCH

The settlement of labour disputes within the province is the prime objective of the Mediation Services Branch. The Branch provides assistance to both management and trade unions during negotiations for an initial collective agreement or for the renewal of an existing agreement.

During the period April 1, 1983, to March 31, 1984, officers of the Branch were involved in a total of 403 disputes; 278 originated in 83/84 and the remaining 115 were carried over from 1982/1983. (10 involved no official appointment) In addition, the officers were involved on a continuing basis in 29 disputes subsequent to the report of the officer. Of the 273 cases completed during 1983-84, mediating officers assisted in the successful settlement of 247 disputes.

The assistance of a mediator is also available, on an unofficial or informal basis, if a labour-management dispute has resulted in a strike or lockout. In addition, mediation assistance is provided in labour disputes pursuant to the Public Service Labour Relations Act and to the Schools Act. Trade unions and employers, either separately or jointly, may apply to the Branch for the assistance of a mediator by making application under the Labour Code of British Columbia. Applications should be sent to:

The Director
Mediation Services Branch
Deer Lake Centre, Suite 320
4946 Canada Way
Burnaby, B.C., V5G 4J6

Where the parties fail to reach agreement during mediation, the officer prepares a report on the dispute for the Minister. Upon receipt of copies of that report from the Minister, the parties may, upon prior ratification, initiate strike or lockout action, but the mediation officer remains available to assist the parties. His report to the Minister simply indicates the status of negotiations at that time; it does not relieve him from further participation.

Planning is now under way to broaden the mandate of the Branch to include the function of "preventive mediation", the use of which is based on the conviction that establishing and maintaining a sound relationship between management and the employees' bargaining agent is of paramount importance to their mutual well-being. The adversary system of collective bargaining does not preclude the parties working together during the term of the collective agreement on the many problems of the workplace that cannot be effectively dealt with in a "win-lose" atmosphere.

The Branch retains file copies of collective agreements and certifications, and these are available for scrutiny by trade unions and employers on request. The Branch maintains contact with a variety of conciliation and mediation services in Canada and the United States for the purpose of exchanging information on matters of administration, legislation, trends, and problems of mutual interest and concern. Upon request the Branch provides speakers, panelists and moderators to educational institutions, and to employer and employee organizations. Numerous inquiries have been received from many parts of the province and other centres in Canada concerning legislation affecting collective bargaining.

STATISTICS

<u>Appointments:</u>	<u>1983-1984</u>	<u>1982-1983</u>
Appointments continued from previous year	115	94
Appointments made (April, 1983 to March, 1984)	278	300
No official appointment	<u>10</u>	<u>14</u>
TOTAL	<u>403</u>	<u>408</u>
Appointments rescinded	- 22	- 13
Appointments continuing	<u>-108</u>	<u>-115</u>
TOTAL (April, 1983 to March, 1984)	<u>273</u>	<u>280</u>
<u>Settlements:</u>		
During term of Officer's appointment	208	215
Following Report of the Officer	29	21
No official appointment	<u>10</u>	<u>14</u>
TOTAL SETTLED	<u>247</u>	<u>250</u>
Number of Employers involved	401	373
Number of Bargaining Units involved	413	389
Number of Employees involved	56,364	62,227

COMPENSATION ADVISORY SERVICES

Workers' Adviser

The Workers' Adviser's office is established under Section 94 of the Workers' Compensation Act. Having access to relevant Workers' Compensation Board claim files to facilitate the advisory function, five workers' advisers and one assistant adviser provide advice and assistance to workers or dependents with a claim under the Act. Direct representation may be offered by workers' advisers in cases involving appeals of complex legal, medical, or important policy issues.

The Workers' Adviser's office handled 2,050 new inquiries in 1983/84; a 66 percent increase over the previous year. Ongoing advice and assistance was provided in 1,236 cases. Direct representation was provided in 320 cases. Approximately 21,100 incoming phone calls were received in 1983/84.

The Workers' Adviser's office continues to provide information and training seminars on the preparation and presentation of appeals to individuals and organizations who represent workers in the appeal process.

Employers' Adviser

The office of the Employers' Adviser is established under Section 94 of the Workers' Compensation Act. The two advisers provide an independent source of advice and technical expertise to employers and employers' associations with respect to workers' compensation legislation, decisions, appeals, policy and related matters.

The majority of assignments deal with claims matters. The advisers prepare written submissions on appeals to the Boards of Review, and to the Commissioners of the Workers' Compensation Board. Personal representation before the Workers' Compensation Board or appeal tribunals is provided to employers who seek assistance on claims of particular complexity or significance.

In addition to claims matters, advisers provide advice and assistance to employers on assessment matters.

The office continues to provide an educational service to the employer community through participation in seminars and the provision of guest speakers.

CONSTRUCTION INDUSTRY COORDINATOR

The Construction Industry Coordinator is responsible for government-industry liaison and provides advice to government on policy development, assessment of manpower requirements, project forecasting, and the development of industrial relations procedures appropriate for this sector of the economy. The Coordinator's office serves as a focal point for labour and management in the construction industry, and its success is dependent upon regular contact with industry and union leaders.

The Construction Industry Coordinator continued to act as Chairman of the Construction Industry Advisory Council during 1983.

The Manpower Committee of the Construction Industry Advisory Council launched a new survey of construction manpower. The data collection and interpretation were carried out by the Policy, Planning and Research Branch with co-operation from both employers and unions in the industry.

MANPOWER ADVISORY SERVICES

Manpower Advisory Services was established in 1977 and is responsible for Manpower Adjustment Services, Immigration Services, and Refugee Settlement.

Manpower Adjustment Services

The program is a co-operative effort among the Ministry of Labour, the Canada Employment and Immigration Commission (C.E.I.C.), industry, and unions to mitigate the problems usually associated with industrial closures and expansions.

During 1983, the Ministry of Labour was signatory to 47 new Manpower Assessment Incentive Agreements which addressed such issues as temporary and permanent plant closures, technological change, plant expansion and contraction, labour mobility, work-sharing agreements, Native Indian programs, community-related services, manpower planning, training and upgrading, and research and analysis.

With carry-over from the previous years, the total number of active Manpower Assessment Incentive Agreements during 1983 was 85. There were 33 agreements completed and final reports received during 1983.

Immigration Services

Immigration, under the British North America Act, is a shared federal and provincial responsibility. Immigration Services provides a point of contact for the provincial government with Employment and Immigration Canada in the determination of appropriate immigration levels and the assessment of medically inadmissible persons, immigrant sponsorship breakdowns, foreign students, temporary workers, etc.

Refugee Settlement

In 1983, the provincial government continued to co-operate with the federal government to permanently resettle persons seeking refuge from various countries throughout the world. Many refugees from Eastern Europe, Indochina and Central America were settled in British Columbia during 1983.

To facilitate their resettlement, the Ministry of Labour provided grants totalling \$179,520 under the Refugee Settlement Act, to non-profit settlement agencies throughout the province. These agencies offer services such as orientation programs, interpretation, counselling, translation of documents, and help in finding employment and accommodation.

The funding of agencies was terminated in September 1983; however, staff continued to provide information and advice on immigrant and refugee settlement matters to settlement agencies.

S A F E T Y E N G I N E E R I N G S E R V I C E S

The mandate for the Branches within the Safety Engineering Services Division of the Ministry is to ensure a safe and healthy living and working environment in British Columbia. Specific legislation covers the manufacture, installation and operation of boilers, pressure vessels, elevators and amusement rides, electrical and gas systems and equipment, plus the occupational environment. The Division objectives are achieved through development of standards, educational programs and inspection activities.

Initiatives previously taken to both minimize and optimize the use of government resources were accelerated to coincide with the government restraint program. An increased number of systems and plants were encompassed within a new program which recognizes and monitors safety assurance systems and tests by others. These systems ensure that safety factors are maintained by those responsible for the manufacture, installation or operation of pertinent equipment. This activity has permitted a reduced staff to maintain the integrity of the safety program even though there has been a marked increase in the number of systems and plants coming within the scope of the program.

The emphasis on operator and user education has also been increased to replace reliance on "after the fact" inspections for safety. Additional audio-visual aids were developed in-house for seminars on new technology and standards and other safety educational programs for industry and the general public. Such educational material and advisory services have assisted both employees and employers to adjust to rapid technological changes in equipment and systems. Their effectiveness was reflected in the increased number of installations found to comply with safety standards on first inspection.

Research projects aimed at predicting and preventing new hazards which accompany technological advances, such as new equipment for use on automobiles using compressed natural gas, were undertaken.

Fee schedules were revised to provide for total cost recovery where clients were clearly identifiable. The criteria recognized that standards development and educational activities have broad benefits for all citizens.

Automated and information systems were enhanced to recognize the need for increased accountability and efficiency in the service delivery system.

Regulatory processes were further streamlined for the convenience of the public.

BOILER AND PRESSURE VESSEL SAFETY BRANCH

Branch personnel continued their ongoing programs of regular safety inspection and advisory services wherever boilers, pressure vessels, pressure pipes and refrigeration systems are manufactured, installed, and operated.

Meetings of the Boiler and Pressure Vessel Safety Advisory Committee were held, maintaining consultation with the affected community as issues requiring changes to legislation or policies and practices arose. Drafted refrigeration regulations were reviewed and consensus reached regarding the content. These were unanimously endorsed by the advisory committee. There were no appeals requested during the year.

Major activities over the operating period included the design survey of pressure containment equipment and systems, and the examination and acceptance of manufacturing plant facilities.

Examinations were conducted for certification of power engineers and welders. Branch personnel also provided authorization of repairs to all types of pressure vessels, and approved safety assurance systems for manufacturers, contractors and owners. A new classification scheme of boiler operators and refrigeration operators necessitated revisions of texts and examinations.

Assurance of safety through quality control remains the main objective of Branch services. This is accomplished by achieving compliance with standards and developing of shared responsibilities with the private sector. Audio-visual displays and educational materials were prepared for use at many consultations and seminars throughout the year. Several were aimed specifically at defect prevention in plants, quality control in manufacturing, and maintenance repairs; others at the licencing of contractors and registration of owners.

Amalgamation of our welding certification program with other programs has been arranged with the Ministry of Education, our Ministry's Apprenticeship & Employment Training Programs Branch, the Canadian Welding Bureau, Canada Manpower, the Welding Institute of Canada, the Mechanical Contractors Association, as well as with the appropriate labour organizations.

STATISTICS

	<u>1982/83</u>	<u>1983/84</u>
Inspections conducted	7,700	8,200
Work permits issued	587	745
Home-owner permits	-	-
Equipment certified	6,280	5,130
Examinations given	4,080	4,067
Individual or contractors certified or licensed	5,162	4,936
Investigations conducted	255	420
Plans examined or design surveyed	890	709
Meetings or seminars conducted	1,040	1,105
Written recommendations and reports on defects and hazards (estimated)	1,945	1,573
Fatal and non-fatal injuries and accidents investigated	11	59
Licence suspensions and prosecutions	183	73
Property loss, (estimated)	\$450 million	\$1,050 million

ELECTRICAL SAFETY BRANCH

The Electrical Safety Branch's objectives are to provide for a safe living and working environment for the citizens of British Columbia in the generation, distribution and utilization of electricity. The Branch's goals are achieved through standards development, education, inspection and enforcement. To ensure uniformity of application, review processes are used to assist in establishing policies related to technical matters and to hear and adjudicate appeals regarding inspectors' decisions on specific installations.

The Branch's Technical Advisory Committee, the Electrical Wiring and Equipment Standards Committee, which is composed of volunteer representatives from 14 segments of the electrical industry in British Columbia, met three times during the year to consider the development and revision of rules in the Electrical Code. Through their participation, the members foster a greater awareness in the industry of developments related to electrical safety.

An ad hoc committee of specialists from industry has been working with the Branch during the year on a review of regulations relating to overhead lines.

With the adoption of the 14th Edition of the Canadian Electrical Code, with amendments, in early 1983, the Branch developed an audio-visual presentation to assist inspectors in outlining to the members of the electrical trade the major changes from the previous edition. Educational seminars dealing with the Code were held in major centres throughout the province.

Electrical permits issued increased 9% in number and revenue increased by 8% over the previous year. This increase in activity has been handled by a reduced staff through the increased use of procedures introduced earlier and imposition of disciplinary action for non-compliance.

As indicated in the statistical information, the Branch received five appeals against orders issued by inspectors. This total included two appeals against the rulings of electrical inspectors employed by municipalities. Four of these appeals were resolved by the chief inspector and one was resolved through referral to an appeal panel consisting of members of the Review Committee.

STATISTICS

Inspections Conducted:

	<u>1982/83</u>	<u>1983/84</u>
Work Permits - contractor	41,995	46,617
- annual	565	1,090
- homeowner	<u>13,200</u>	<u>13,218</u>
Total Permits issued	<u>65,760</u>	<u>60,925</u>
Pieces of equipment certified	16,647	34,062
Examinations conducted	793	979
Individual contractors certified	3,767	4,863
Investigations conducted - Fire/Accident	228	207
- Hazard Elimination	2,019	1,933
Plans examined	702	614
Meetings and seminars conducted	253	110
Number of Code Seminars	36	35
Number of people attending Code Seminars	700+	750

Accident and Fire Investigations:

Accidents:

Incidents involving human fatalities	4	5
Incidents involving animal fatalities	-	-
Electrical burns	6	8
Electrical shock and miscellaneous injury	2	3
Failure of equipment (no fire)	8	8
Overhead line contact without injury	-	1

Fires:

Attributed to human failing	12	18
Attributed to damaged or substandard wiring	43	48
Equipment failure	36	29
Undetermined origin	89	53
Non-electrical causes	23	33
Miscellaneous incidents	<u>5</u>	<u>1</u>
TOTAL	<u>228</u>	<u>207</u>

Number of Disciplinary Actions:

Prosecutions	37	9
Authorization privilege suspensions	33	20
Permit privilege suspensions	<u>78</u>	<u>15</u>
TOTAL	<u>148</u>	<u>44</u>

ELEVATING DEVICES SAFETY BRANCH

Under the provisions of the Factory Act of British Columbia and the Elevating Devices Safety Standards Regulations, the Elevating Devices Branch ensures the safety of all passengers, freight handlers and operators using elevators, escalators, moving walkways and dumbwaiters. The Branch enforces compliance of equipment with adopted standards and monitors workmen hoists on construction sites, manlifts in industrial establishments, and special elevating devices for the handicapped in public buildings. Midway rides, mountain coasters, flume rides and other amusement devices are licensed and inspected periodically.

In order to provide British Columbia with modern legislation providing for wide ranging public participation and acceptable appeals procedures, a new Elevating Devices Safety Act was drafted and submitted for legislative approval.

Branch activities include registration of contractors, plan approval, standards development, tests and acceptance inspections of new installations, periodic inspections of all devices under the jurisdiction of the Branch, accident investigations, complaint follow-ups, promotion of public safety awareness programs and consultative services to the private and public sectors.

During 1983, the ongoing safety awareness campaign, supported by personal appearances in schools and senior citizen homes, publications and escalator safety posters, resulted in a decrease in accidents on escalators, even though the number of units and passengers has increased.

The number of safety inspections, plan approvals, acceptance tests and investigations substantially increased over the previous year.

Major construction projects and changing technology have called on the resources of the Branch to provide expertise in meeting some of the specialized problems involving elevating devices. Among the very large construction projects were B.C. Place Stadium, Greater Vancouver Regional District Rapid Transit System and Tumbler Ridge. Amusement rides used by the paying public of British Columbia have been following a change in public preference with a notable increase in the number of water flume rides. This has resulted in the development of new standards and safety inspection techniques for these and other innovative rides.

STATISTICS

	<u>1982/83</u>	<u>1983/84</u>
Regular Inspections	9,689	11,670
Testing and Acceptances of New Equipment	691	548
Incidents Investigated	131	106
Complaints investigated	380	360
Directions Issued	12,309	10,842
Drawings Registered	414	312

GAS SAFETY BRANCH

The mandate of the Gas Safety Branch is to provide a safe living and working environment for the people of British Columbia in matters concerning the distribution and utilization of gas (natural, manufactured, mixed and propane).

Branch personnel examined and licensed gas fitters, and were responsible for registration of gas contractors, examining and certifying inspectors and local inspectors, processing of appeals, issuing permits for the installation of gas systems and equipment, and investigation of incidents in which gas was involved or suspected of involvement. Prosecution and licence suspensions were also carried out by the Branch for infractions under the Act and Regulations.

A program of periodic inspections of some types of commercial and industrial establishments was commenced during the year under new regulations which require an annual permit.

The Branch issued bulletins to clarify and interpret the intent of various regulations and codes. These bulletins were distributed to about 5,000 gas contractors and gas fitters. Announcements were placed in the press at appropriate times to warn the public of hazards which came to the attention of the Branch.

Seminars and meetings were held in all regions of the province by Branch staff to discuss concerns and to update the trade and industry on the latest code and regulation requirements.

A program was also commenced for the certification of alternate fuel systems installed in motor vehicle and appliance installations in recreational vehicles.

Members of the Gas Safety Advisory Committee established by the Gas Safety Act to advise the Minister regarding the Act and regulations as they apply to equipment safety were appointed in late 1983.

STATISTICS

Summary of Activities:

	<u>1982/1983</u>	<u>1983/1984</u>
New designs checked	2,810	2,950
Appliance certifications	1,305	1,875
Gas permits issued	23,065	24,800
Inspections conducted	50,000	44,850
Gas fitter examinations	655	1,025
Gas fitter licences issued (new)	331	726
Gas fitter licences issued (renewed)	3,761	3,875
Gas contractor licences issued (new)	240	200
Gas contractor licences issued (renewed)	865	740
Home owner licences issued	400	120
Prosecutions	2	3
Licence suspensions	6	4
Gas Bonds called	0	0
Meetings conducted	110	85

Special Investigations:

Explosions	8	12
Fires	15	17
Other incidents	10	16
Fatalities	0	7
Near asphyxiations	1	8

Written recommendations on:

Defects and hazards (est.)	2,568	2,860
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OCCUPATIONAL ENVIRONMENT BRANCH

Mandate

The Occupational Environment Branch enforces the Factory Act and Occupational Environment regulations that establish minimum standards and requirements for a healthy, safe and comfortable working environment.

The Branch carries out this mandate through its main office in Burnaby and Ministry offices in Victoria, Nanaimo, Abbotsford, Kamloops, Kelowna, Nelson and Prince George.

Activities

Primary activities continued to be preventative and regulatory programs.

A plan approval program for new factory construction and additions is intended to ensure that new factory buildings meet the requirements of the regulations on completion, thereby avoiding expensive changes due to deficiencies in design or inadequate environmental systems. In this regard, consultative services were provided to employers, architects, consulting engineers and contractors concerning design and performance standards.

The inspection program of existing workplaces determines if acceptable working conditions are being provided and provides advice to the employer or owner. The number of inspections conducted by the Branch in the year totalled 14,897, up from 14,628 the previous year.

Although the number of complaints investigated by the Branch was unchanged from last year, the proportion of complaints regarding offices remained high, reflecting the ongoing concern about indoor air quality, inadequate lighting, and the ergonomic problem associated with video display terminals.

Forty-seven employers and 63 employees received annual permits under the home worker programs, the objective of which is to ensure that home workers receive at least the minimum wage and that personal-use articles produced at in-home work locations do not constitute a public health hazard.

The Branch provided training, speakers and printed material to assist clients in the understanding of legislation affecting them and to promote self-compliance. Lighting workshops, based on the publication "Light An Aid to Sight", were presented to electrical apprentices at the Pacific Vocational Institute and to various private and public sector groups.

Branch informational publications were available on request and during the year demand was strong for information on Video Display Terminals and control of asbestos in existing building insulation systems. There was an increasing demand for information on the application of ergonomic principles in the workplace, particularly with respect to offices. This came about as a result of the introduction of micro-electronic technology in offices and the problems associated with employee stress and dissatisfaction.

The Branch implemented a guideline program to help building owners and managers to identify and control friable asbestos materials in their buildings. The program enabled the Ministry to respond to growing concerns of the public about potential health hazards of asbestos, and assist building owners in the safe management of their properties. On-going review of this program was provided by an advisory committee with representation from both private and public sectors.

Branch involvement continued in the Workplace Hazardous Materials Information System project, initiated by the Canadian Association of Administrators of Labour Legislation. The objective: to reduce employee exposure to toxic chemicals by ensuring that manufacturers provide product labels stating precautionary measures, and to reduce the need for the enforcement of precautionary labelling in the workplace.

The Branch co-sponsored a conference, "Bridging the Gaps", organized by the British Columbia Worklife Forum. The conference addressed the problems of technological change, changing employee values, and productivity from both employer and employee points of view. Approximately 200 people attended two days of workshops and plenary sessions.

STATISTICS

	<u>1983/84</u>
Inspections Conducted:	
- Factories	4,435
- Shops	705
- Offices	4,437
Reinspections Conducted:	
- Factories	2,974
- Shops	139
- Offices	<u>2,207</u>
TOTAL	14,897

Complaints investigated	403
Directives issued	3,725
Plans approved	379
Consultations or seminars conducted	1,104

APPRENTICESHIP AND EMPLOYMENT TRAINING

APPRENTICESHIP AND EMPLOYMENT TRAINING PROGRAMS

The staff of the Apprenticeship and Employment Training Programs Branch work with employers, employer associations, employee representatives and members of the labour force to respond to labour market demands and to promote and manage apprenticeship training, skill upgrading programs, rehabilitative employment and the employment of women in the non-traditional occupations. Close contacts are also maintained with vocational schools, advisory committees, colleges, school boards, the Ministry of Education, and the Canada Employment and Immigration Commission in the prioritizing, development, and monitoring of training programs. As of March 31, 1984, there were 13,129 apprentices registered with the Ministry and a total of 3,697 graduated to journeymen status, during the fiscal year.

In February 1984, the Apprenticeship Information Management System (A.I.M.S.) came on stream. The system links all of the Division's area offices, with the exception of Smithers and Courtenay, through the British Columbia Systems Corporation (B.C.S.C.) network, to the B.C.S.C. mainframe computer in Victoria. Through this system, each area office has instant access to all of the apprentice, employer and technical training schedule records, which will be capable of updating assignments for apprenticeship schooling and yield benefits for employers, as well as enabling the Division to monitor and keep classes to capacity.

During the 1983/84 fiscal year, post-secondary vocational training courses provided day school technical training for 13,129 apprentices in 42 trade areas. Seventeen (17) night classes were held for 200 apprentices in trades where class size was too small to warrant day classes.

Upgrading courses were offered as evening programs in various regional colleges. During the year, 366 apprentices attended remedial and upgrading courses related to their particular occupations.

Program Development Section

For provincial skilled trades apprenticeship programs, development and revision work was completed on 17 course outlines, 13 tradesmen's qualification examinations and 9 training guides. Several other development and revision projects are currently underway and are expected to be completed in the next fiscal year.

Work on the amalgamated log book for welders was completed and the grandfathering phase of the welder registration program will come to an end May 31, 1984. The section will continue to work with the welding steering committee until such time as the recommendations of the original task group are implemented.

A new Shipfitter/Boatbuilding modular training program designed for delivery in industry was completed and negotiations were underway to commence training early in the next fiscal year.

The section continued to work with the Open Learning Institute on the development of a distance learning package for the first level of heavy duty mechanic apprenticeship training and also distance learning packages for journeyman upgrading refresher courses for the trades of automotive mechanic, electrical work, millwright and heavy duty mechanic.

Also, the Program Development Section assumed responsibility for the coordination of the trade advisory committees and for much of the support services to the Provincial Apprenticeship Board.

Trade Advisory Committees

The Provincial Apprenticeship Board (P.A.B.) establishes trade advisory committees, comprised of representatives from key trade areas to advise Apprenticeship and Employment Training on such topics as curriculum and training development, certification standards and promotion of trade employment.

A total of 88 meetings involving 56 committees resulted in specific recommendations affecting Branch policy.

Tradesmen's Qualification Certification

Tradesmen's Qualification examinations were introduced during the 1982/83 fiscal year in the drywall finishing, electrical work, floorcovering and steel fabrication trades. During the period ending March 31, 1984, certificates were issued to 2,161 journeymen. In addition, the Branch issued 253 exemption permits under this program.

Journeyman Upgrading

With the assistance of employers, unions and joint training committees, 294 upgrading courses for 3,607 journeymen were sponsored by the Ministry throughout the reporting period.

TRADE SCHOOL REGULATION

The Trade School Office regulates the operation of private trade schools throughout the province, approving procedures, teaching personnel and issuing registration certificates.

During the period, 234 schools offering correspondence, practical courses, or a combination of the two, were registered under the Apprenticeship Act. Two hundred sixteen (216) were re-registered from the 1982/83 fiscal year, and 40 new schools were evaluated and recommended to the Director of Apprenticeship and Employment Training Programs and approved for Certificate of Registration. Twenty-two (22) schools discontinued operation.

These figures represent a net growth of 8.3 percent in the number of trade schools. Based on statistics provided by the schools for the year ending March 31, 1984, student population exceeded 35,000.

The office administered the student financial assistance program, awarding 729 students non-repayable grants averaging \$137.00 each, on the basis of demonstrated financial need.

VOCATIONAL REHABILITATION SERVICES

Vocational Rehabilitation Service (V.R.S.) is responsible under the terms of the Vocational Rehabilitation of Disabled Persons Act and Agreement (V.R.D.P.) for the provision of services designed to assist persons handicapped as a result of a physical or mental disability to become substantially gainfully employed.

Under the terms of the VRDP agreement all expenditures made on behalf of disabled persons involved in the vocational rehabilitation process are cost-shared on a 50/50 basis with the federal government. The agreement also provides for the cost sharing of provincial staff salaries and travel expenses.

VRS staff throughout the region participate in a number of special projects. Some of these include: an advisory committee on education for adults with hearing impairment, development of a work assessment training program at the Maple Ridge Campus of the Pacific Vocational Institute, participation on the advisory committee to Vancouver Community College - King Edward Campus on training of mentally handicapped persons and participation on an advisory council to the Pearson Computer Centre.

EMPLOYMENT FUNDING PROGRAMS

A number of employment programs help employers to hire and train new workers by offering wage incentives to underwrite the costs of training. Additional programs are available to help stimulate the creation of new jobs.

Through the Industrial Training Program, training subsidies helped private sector employers to offset initial costs of training new employees for permanent employment. In the 1983/84 fiscal year, approximately 2,707 new positions were created.

The Women's Non-Traditional Employment Program made wage subsidies available to employers for training women in non-traditional occupations. In the 1983/84 fiscal year, approximately 294 non-traditional positions were created. (Occupations where women represent less than 15 percent of the workforce are considered non-traditional.)

Federal/Provincial Employment Activities

Joint funding under the New Employment Expansion Development Program (NEED) created employment opportunities for those whose unemployment insurance benefits had expired and those in receipt of income assistance.

Workers participated in projects of benefit to their local community. Approved in January, 1983, the program created 3,686 jobs by the end of March, 1984.

The Simulated Practical Work Experience Program for unemployed apprentices which grew out of concern that a future shortage of skilled journeyman could result from job scarcity and layoffs affecting apprentices continued through 1983/84. At the end of March, 1984, 1,100 apprentices participated in 62 projects in this eighteen-month program.

W O M E N ' S P R O G R A M S

In 1982, Women's Programs was established as an indication of the government's recognition that women continue to face inequities in many areas of life. The mandate of this office is:

- To provide a focal point for input to government by women, women's organizations and the public regarding issues affecting women.
- To develop and implement provincial policies and programs which will ensure equal access for women in employment, training, education and career advancement.
- To provide information on employment and training opportunities to women, employers, counsellors, educational institutions, unions and the public.
- To represent women's interests at the senior level of government.
- To ensure that the provincial government as a major employer provides leadership in providing equal opportunities for women within the Public Service.

Women's Programs continued to operate two offices in 1982/83: an executive, policy development and research office in Victoria, and the Women's Office, a community outreach office in Vancouver. Both offices report directly to the Deputy Minister of Labour for Women's Programs.

Community Outreach

Through its Vancouver Office, Women's Programs continued to work with their wide network of community contacts with women's organizations, counseling centres, employers, unions and educational institutions. Meetings were held with representatives of over 50 established women's groups. Women's Programs staff participated as facilitators, speakers and observers in numerous conferences, workshops, seminars and career fairs. A variety of projects sponsored by community agencies were funded through grants awarded by Women's Programs. A Workplace English Language Training Program for immigrant house-keeping staff in a major Vancouver hotel was initiated and sponsored. Staff of the Women's Office worked with personnel in community colleges and women's organizations to develop and submit recommendations to the Ministry of Education on information about women intended for inclusion in the Training Access Program curriculum.

The Provincial Resource Centre for Women offered peer counselling and referral services to approximately 500 women during 1983/84. This Centre, located on the premises of the Women's Office, functions as a meeting place for women, and a lending library to the public on topics pertaining to women and employment, and women's issues in general. A computerized cataloguing system was introduced in 1983/84 to allow for the more efficient identification and retrieval of material.

Ten Apprenticeship & Employment Training Counsellors within the Ministry of Labour were appointed Regional Designates to the Women's Office to assist with the delivery of program initiatives and function as the representatives of Women's Programs in their communities across the province.

Public Information

Four issues of the Women's Office Newsletter were published and distributed to over 13,000 institutions and individuals. An advertising campaign, designed to inform the public about the activities and services of the Women's Office, was undertaken as part of the celebration of International Women's Day, March 8, 1984. A slide tape and video production, "Women and Work", was developed and made available to Ministry of Labour offices across the province.

Women in the Public Service

Women's Programs, in co-operation with the Staff Development and Safety Programs Branch of the Public Service Commission, developed and delivered a career development program for women in the Public Service to female staff in the Ministry of Labour. Staff of Women's Office participated in the training of facilitators in order to ensure the expansion of this course to other provincial government Ministries.

Policy Analysis and Research

The Policy Analysis and Research Section developed a body of empirical data on women in British Columbia by comparing Canada Census data for 1981 and 1971 and updating statistics from the Labour Force Survey up to 1983 regarding women's participation in the labour force. With the co-operation of the Public Service Commission it also produced statistical profiles of male-female distribution in the British Columbia Public Service by Ministry, by classification and by salary level, to assist Ministries in assessing the status of their women employees.

As a preliminary contribution to a comprehensive policy on technological change, Women's Programs developed a set of guidelines for Public Service managers regarding the introduction of microtechnology into the office workplace. The guidelines were intended to assist the managers in executing the change in an orderly and systematic way which would take due notice of the expectations and aspirations of employees. A similar set of guidelines for employees, especially in the office support category, was intended to help them avoid some of the pitfalls of technological transformation and encourage them to take advantage of training and career advancement opportunities.

With a view to improving government policies and programs for battered women, Women's Programs coordinated an Inter-Ministerial Group on Wife Assault which has representation from the Ministries of Attorney General, Health, Human Resources, and Education. The group reviewed current programs and services and offered suggestions for improvements. It sent representatives to Ottawa to meetings of the Federal/Provincial/Territorial Working Group of Officials on Wife Battering.

The Group of Advisors to the Deputy Minister, Women's Programs, met monthly to bring to the attention of the Deputy Minister a variety of issues of interest and concern to women in individual Ministries. The advisors, who represent all Ministries of the government, also listened to special presentations on career advancement for women in the Public Service, pension reform and treatment programs for wife abusers.

SUPPORT SERVICES

FINANCE AND ADMINISTRATION

The Finance and Administration Branch provides financial and administrative services for the Ministry and its associated boards, excluding the Workers' Compensation Board.

Services include the preparation, control and distribution of payroll documentation, accounts payable, travel reimbursements, purchase requisitions, and the billing and collection of revenue and recoveries; coordination of the annual estimates and budget preparation; provision of monthly financial reports to program managers; maintenance of a budgetary performance system; and coordination of office accommodation, facilities, furniture and equipment, telecommunications equipment and vehicle fleet management.

The Branch coordinated the consolidation in January, 1984, of the three separate downtown Victoria office locations to the British Columbia Systems Corporation building at 4000 Seymour Place in Saanich.

STATISTICS

SUMMARY OF EXPENDITURES BY APPROPRIATION

FISCAL YEAR ENDED MARCH 31, 1983

Vote No.	Total Appropriations			Actual Expenditures
	Main Estimates Voted	Other Authorizations	Total	
57 Minister's Office	152,517			
Special Warrant #8		27,000		
Statutory - Legislative Assembly Allowances and Pension Act (RSBC 1979, chap. 228, part 1, sec. 12)		1,610	181,127	179,342
TOTAL VOTE	152,517	28,610	181,127	179,342
58 Ministry Management	4,346,025		4,346,025	2,888,064
Industrial Relations, Occupational Environment and Compensation Advisory Services	2,221,726		2,221,726	1,983,077
Safety Engineering Services	7,747,664		7,747,664	7,173,138
Manpower	7,292,019			
Statutory - Constitution Act (RSBC 1979, chap. 62, sec. 14, O.I.C. 2060/82)				
Transfer from Min. of Health		802,693	8,094,712	7,009,877
Employment Standards Branch	3,387,361		3,387,361	3,373,154
Human Rights Programs	1,595,681		1,595,681	1,251,959
Building Occupancy Charges (net of recoveries)	3,037,416		3,037,416	2,907,438
Computer & Consulting Charges	1,102,828		1,102,828	976,396
Office of Women's Opportunities	230,000		230,000	215,355
TOTAL VOTE	30,960,720	802,693	31,763,413	27,778,458
59 Boards and Agencies				
Labour Relations Board	2,863,927		2,863,927	2,455,087
Essential Services Adv. Ag.	236,786		236,786	37,876
Prov. Apprenticeship Board	123,000		123,000	97,717
Boards of Review	10		10	1,204,165
Employment Standards Brd.	132,655		132,655	128,981
LESS recoveries	-		-	1,204,888
TOTAL VOTE	3,356,378		3,356,378	2,718,938
TOTAL APPROPRIATIONS & EXPENDITURES	<u>\$34,469,615</u>	<u>831,303</u>	<u>35,300,918</u>	<u>30,676,738</u>

SUMMARY OF REVENUE BY SOURCE
FISCAL YEAR ENDED MARCH 31, 1983

	<u>Estimated</u>	<u>Actual</u>
<u>SAFETY ENGINEERING</u>		
Boiler inspection fees	\$ 636,000	\$ 617,043
Electrical inspection fees	3,065,000	2,174,247
Elevator inspection fees	665,000	456,665
Gas inspection fees	1,002,000	668,113
Federal/Provincial share - Boilers	-	14,393
Electrical	-	-
Elevating	-	11,395
TOTAL: Safety Engineering	\$5,368,000	\$3,941,856
 <u>APPRENTICESHIP</u>		
Trade Schools	9,000	17,940
Tradesmen's Qualification		36,254
Welders Certificates	123,000	19,790
Duplicate Certificate fees	-	620
TOTAL: Apprenticeship	\$ 132,000	\$ 74,604
 <u>EMPLOYMENT STANDARDS</u>		
Employment agencies	6,750	55,743
Farm licenses	2,000	5,850
Federal Provincial share - Farm	-	7,971
TOTAL: Employment Standards	\$ 8,750	\$ 69,564
 <u>MISCELLANEOUS</u>		
Sundry Sales	77,000	159,572
TOTAL REVENUE	<u>\$5,585,750</u>	<u>\$4,245,596</u>

SUMMARY OF EXPENDITURES BY STATUTORY APPROPRIATIONS
EMPLOYMENT DEVELOPMENT ACCOUNT ¹

FISCAL YEAR ENDED MARCH 31, 1983

	<u>Appropriations</u>	<u>Actual Expenditures</u>
NEW FUNDS:		
Summer Youth Employment Program, 1982	\$	\$ 8,007,927
Community Recovery Program (CRP)		2,399,856
Winter Employment Stimulation		2,990,111
New Employment Expansion & Development Program (NEED)		<u>2,162,044</u>
TOTAL: New Funds	25,000,000 ²	\$15,559,938
INITIATIVES THROUGH EXISTING PROGRAMS:		
Vocational Rehabilitation	1,800,000 ³	1,575,667
Apprenticeship Training	23,812,925	18,105,301
Employment Opportunity	<u>10,705,816</u>	<u>8,034,504</u>
TOTAL: Initiatives through Existing Programs	36,318,741	27,715,472
TOTAL EXPENDITURES - MINISTRY OF LABOUR - EMPLOYMENT DEVELOPMENT ACCOUNT	<u>\$61,318,741</u>	<u>\$43,275,410</u>

NOTES:

- ¹ This information is taken from the official Public Accounts of British Columbia for the year ended March 31, 1983 (Reference: Volume 1, page E125).
- ² New Funds were designated for programs in various Ministries, including the Ministry of Labour. The total appropriation of \$25 million was not allocated among the Ministries as shown in the Public Accounts.
- ³ Whereas the Public Accounts show the Vocational Rehabilitation program as a Ministry of Health responsibility, the program and funds were transferred to the Ministry of Labour in the course of the fiscal year and are therefore included in this statement.

POLICY, PLANNING & RESEARCH

The Policy, Planning and Research Branch supports Ministry executives and management through research, data analysis, policy development, legislative review and forecasting activities and evaluation.

The Branch provided briefing information and policy analysis services to senior Ministry officials in support of various programs within the Ministry, in addition to associated Boards.

It was represented on a number of inter-ministerial and inter-provincial committees and provided labour market and industrial relations information to employers, unions and the public.

Two annual publications were produced: Calender of Expiring Collective Agreements and B.C. Labour Directory. During the year major revisions were made to Negotiated Working Conditions and, as a result, there will be a substantial expansion in the information available through this publication. On a monthly basis, the section published the Labour Research Bulletin, a journal of labour market trends, analyses, industrial relations issues and feature articles. During 1983, feature articles included "Introduction of Microtechnology into the Office Work Place", "B.C. Worklife Forum and Worklife Innovation", summary of "Bridging the Gaps" Conference and "What You Should Know About Asbestos". Regular articles covered the monthly statistics from the Canada Labour Force Survey, information on the consumer price index, average weekly earnings, work stoppages, wage settlements, summaries of arbitration awards, Employment Standards Board Decisions and information on the activities of the Mediation Services Branch.

The Branch houses the Ministry's library of over 5,000 titles, plus a collection of journals and more than 3,000 government publications related to labour issues. Directed primarily to Ministry staff, the library is also available to the public. Activities in 1983 included completion of recataloguing of the main library holdings, ongoing technical support to library materials held in other Branches, and participation in the inter-ministry government catalogue program.

The Branch completed or participated with other Branches in a number of major research projects during the year. These included studies of labour market and productivity implications of technological change, amalgamation of safety jurisdictions, support services for Labour Code review, home-worker employment conditions, initiation of a construction manpower forecast for the Construction Industry Advisory Council, background on Workers' Compensation issues, apprenticeship and training financing options, youth unemployment, and a review of industrial relations data sources and collection systems.

Inter-ministerial and inter-governmental activities included the following: research in support of the federal/provincial National Training Agreement; papers prepared for the Canadian Association of Administrators of Labour Law on "Public Sector Compensation Restraints" and "Employment Standards and Collective Bargaining"; participation in a review of major industrial and resource projects; research on future pension policy and retirement age practices; input into the Inter-Ministerial Committee on Manpower Forecasting; support to the Inter-Ministerial Committee on Safety and Occupational Health.

Work was completed on Phase III of the Critical Trades Survey, which measured occupational employment in the retail and wholesale trade, transportation, post-secondary education and health care industries. A report based on the survey findings was published early in 1983. Section personnel worked with other ministries on the mining industry manpower pilot survey, which measures employment by occupation and the occupational and training background of workers in the mining industry. A report was published in 1983.

The section coordinated preparation of the Ministry's annual strategic plan including background on economic and labour market trends affecting Ministry program delivery.

Routine research support was given to the Construction Industry Advisory Council and its manpower committee, the Provincial Apprenticeship Board and the Federal-Provincial Labour Market Needs Committee.

STATISTICS

Table 1 - Work Stoppages in B.C., 2nd Quarter 1983 - 1st Quarter 1984

	<u>Work Stoppages</u>	<u>B.C. Workers Directly Involved</u>	<u>Duration (in Worker Days)</u>
Totals for All Industries (a)	90	126,481	1,239,912
JURISDICTIONAL CLASSIFICATION			
Provincial	90	126,481	1,239,912
Federal	-	-	-
INDUSTRIAL CLASSIFICATION			
<u>Goods Producing:</u>	48	35,997	548,924
Agriculture	1	10	50
Forestry (b)	4	1,294	7,758
Fishing	1	3,000	3,000
Mines (c)	3	5,721	121,939
Manufacturing	38	24,972	415,305
Construction	1	1,000	872
<u>Service Producing:</u>	42	90,484	690,988
Transport (d)	13	7,465	278,783
Trade	10	388	11,692
Finance	1	10	360
Service (e)	11	51,168	158,738
Public Administration	7	31,453	241,415

(a) Revised

(b) Primarily Logging

(c) Includes Quarries and Oil Wells

(d) Transportation, Communication and Other Utilities

(e) Community, Business and Personal Service

Table 2 - Wage Settlements in British Columbia by Quarter, 1983

	<u>Number of Settlements</u>	<u>Employees Covered</u>	<u>Average Annual Increase</u>	
			<u>(%)</u>	<u>(\$/Hour)</u>
<u>1st Quarter 1983 (b)</u>				
Settlement Average (a)	80	39,971	5.8	.78
Skilled Classes			5.7	.90
Un/Semiskilled Classes			5.9	.66
<u>2nd Quarter 1983 (b)</u>				
Settlement Average (a)	114	27,158	4.1	.57
Skilled Classes			4.2	.62
Un/Semiskilled Classes			4.0	.50
<u>3rd Quarter 1983 (b)</u>				
Settlement Average (a)	91	36,754	4.3	.59
Skilled Classes			4.6	.65
Un-Semiskilled Classes			3.8	.49
<u>4th Quarter 1983 (c)</u>				
Settlement Average (a)	43	27,794	3.4	.44
Skilled Classes			3.1	.40
Un-Semiskilled Classes			3.6	.42
<u>Average Last Four Quarters</u>				
Settlement Average (a)	328	131,677	4.6	.60
Skilled Classes			4.6	.67
Un/Semiskilled classes			4.5	.53

(a) As represented by the arithmetic average of the modal skilled and modal un/semiskilled pay rates.

(b) Revised

(c) Preliminary

Table 3 - Unions With a Membership in British Columbia Greater than 5,000

Relative Position 1983		Membership 1983
1	B.C. Government Employees' Union	50,197
2	International Woodworkers of America	32,805
3	B.C. Teachers' Federation	30,248
4	Canadian Union of Public Employees	29,676
5	Hospital Employees' Union	24,449
6	Teamsters	21,484
7	Carpenters	17,393
8	B.C. Nurses Union	16,836
9	Food and Commercial Workers	15,706
10	Public Service Alliance of Canada	15,458
11	Operating Engineers	14,037
12	Hotel & Restaurant Employees	13,066
13	Laborers	12,437
14	Telecommunications Workers	11,412
15	Int. Brotherhood of Electrical Workers	11,395
16	United Steelworkers of America	9,805
17	Office and Technical Employees	9,160
18	Canadian Paperworkers' Union	9,066
19	International Association of Machinists	7,718
20	Pulp, Paper and Woodworkers of Canada	7,600
21	Plumbers	6,266
22	United Fishermen and Allied Workers	5,796

Table 4 - Collective Agreement Expiries in British Columbia in 1984
Covering 1,000 or More Employees

<u>Employer</u>	<u>Union</u>	<u>Employees Covered</u>	<u>Expiry Date</u>
B.C. Maritime Employers	Longshoremen Several Locals	5,000	31 Dec
B.C. Master Freight & Cartage	Teamsters, Locals 31, 213	1,200	31 Dec
B.C. Railway	Council of Trade Unions	1,893	5 Feb
B.C. School Trustees	Teachers	31,000	31 Dec
B.C. Telephone	Telecommunication Workers	11,500	31 Dec
Can. Pacific Airlines	Machinists, Lodge 764	1,870	27 May
Columbia Hydro Constructors	26 Unions	2,750	31 Dec
Construction Labour Relations Association	17 Building Trades	33,300	30 Apr
Fisheries Assn. of B.C. (Cannery)	UFAWU	2,000	15 Apr
Fisheries Assn. of B.C. (Fresh Fish and Cold Storage)	UFAWU	1,000	15 Apr
Government of Canada	PSAC General Labour and Trades Supervisory and Non Supervisory	1,930	4 Nov
Government of Canada	PSAC Clerical and Regulatory Group	4,156	12 Dec
Government of Canada (Esquimalt Dockyard)	Federal Government Trades and Labour Council	1,051	30 Sep
HLRA	Health Sciences Assn.	5,500	31 Mar
Independent Forest Companies (Sawmill Construction)	IWA, Local 1-357	2,000	14 Jun
Maintenance Contractors	Service Employees, Local 244	1,140	30 Jun
Metal Industries Assn.	Steelworkers, Several Locals	1,500	31 Jan
School Districts 13, 14, 15, 21 22, 23, 77, 89 (Okanagan)	CUPE, Local 523	1,000	30 Jun
Transport Labour Relations (Master Freight & Cartage)	Teamsters, Locals 31, 213	3,500	31 Dec
U.B.C.	AUCE, Local 1	1,358	31 Mar
Vancouver Dairy Industry Agreement	Teamsters, Local 464	1,117	31 Mar
Workers' Compensation Board	WCB Employees Assn.	1,500	31 Mar

PERSONNEL BRANCH

The mandate of the Personnel Branch is to assist Ministry management with selecting, allocating and maintaining a competent work force and to see that the necessary controls are in place for effective management of human resources within government guidelines. Personnel assists managers and provides guidance and advice on all matters relating to recruitment and selection, labour relations, accident prevention, benefit administration, classification and organization design, and employee counselling.

A major challenge for the Ministry was maintaining service to the public while reducing staff. A staffing level monitoring system was introduced, and this required that the Ministry move from 828 full time equivalent positions (FTE) at April 1983 to 753 FTE at March 31, 1984. This reduction was achieved mainly through attrition, with employees transferred and seconded between Branches to balance workloads.

Training and staff development continued at a reduced level throughout the year, with an emphasis in early 1984 on staff training for automation.

A work stoppage resulted from the British Columbia Government Employees Union contract dispute in November, and management exclusions continued to provide services essential to health and safety, and assisted other Ministries with provision of these services.

COMMUNICATION SERVICES

Communications Services underwent significant change during the report year which reflected the restraint objectives of the Government and the coordination of activities with Government Information Services (GIS).

As the year progressed, increasing use was made of communications support services provided by GIS for the implementation of communications and promotional activity. The Branch experienced a net reduction in staff level but the volume of activity remained roughly the same.

Effort was focused on reducing costs which resulted in some publications having their format changed and the adoption of less expensive production methods. In other cases publications were discontinued when it was determined that the information was readily available from other sources.

Communications planning continued to be provided to program managers in the Ministry. Communications programs ranging from advertising, informational brochures and press releases also were provided. Particular focus was placed during the year on employment related programs.

BOARDS

EMPLOYMENT STANDARDS BOARD

The Employment Standards Board came into existence upon the proclamation of the Employment Standards Act on March 14, 1981. On December 1, 1983, the Board ceased to exist upon proclamation of the Employment Standards Amendment Act.

The Employment Standards Board was a quasi-judicial body. Its function was to adjudicate and make rulings and orders on disputes arising between employers and employees regarding the application of the provisions of the Employment Standards Act and to hear appeals from decisions made by the Director of Employment Standards.

The main matters with which the Board dealt were: non-payment of wages (including overtime, annual vacation and general holiday pay, minimum wages, daily pay guarantees and illegal deductions from wages); violation of maternity protection and maternity leave provisions; failure to give notice of termination or pay in lieu of notice; and violation of an employee's right to protection from false representations regarding employment.

The Board was so structured to operate in panels and deal with several matters at the same time. It travelled extensively throughout the province to deal with disputes in the areas where they arose.

The Board operated only seven months in fiscal year 1983-84. Due to a Supreme Court of British Columbia decision, no hearings were held or decisions made between April 1, 1983, and May 1, 1983. Between May 1, 1983, and December 1, 1983, the date on which it ceased to exist, the Board held 136 hearings.

STATISTICS

April 1, 1983 to March 31, 1984*

Summary of Activities

Number of Decisions by Board	250
Without Hearing	114
- Non-payment of wages (including overtime, annual vacation and general holiday pay, minimum wages, daily pay guarantees, and illegal deductions from wages	54
- Notice of termination or failure to pay severance pay	68
- Referral to Board by Director (Sec. 83) . .	49
With Hearing	136
- Non-payment of wages	45
- Notice of termination or failure to pay severance pay	68
- Declaration Opinion	4
- Referral to Board by Director (Sec. 83) . .	35
- Appeal to Director's Decision (Sec. 84) . .	26
Number of Significant Decisions Published	16

* The Employment Standards Board operated only seven months in fiscal year 1983-84. Due to a Supreme Court of British Columbia decision, no hearings were held or decisions made between April 1, 1983, and May 1, 1983. On December 1, 1983, the Employment Standards Board ceased to exist due to the proclamation of the Employment Standards Amendment Act.

PROVINCIAL APPRENTICESHIP BOARD

The Provincial Apprenticeship Board (P.A.B.) is a link between the public and government agencies that deliver and administer apprenticeship training in British Columbia.

Responsibilities include providing advice to those agencies and recommending policy to the Minister of Labour for the administration of apprenticeship training.

The major concern during the year has been the impact of the recession on the numbers of people undergoing apprenticeship training and what this will mean for the future.

A Task Force on the Future of Apprenticeship was established and it has held a number of meetings with employer and union groups. Further meetings are planned. In addition, with the co-operation of the Employers' Council, the British Columbia Federation of Labour, the Canadian Manufacturers' Association (B.C. Division) and the Vancouver Board of Trade, the P.A.B. circulated a bulletin concerning actual numbers of apprentices in the system. This circulation will be followed by meetings in various communities to receive feedback as to what further action may be required. At the conclusion of all these deliberations it will be possible for the PAB to develop an action plan.

The very successful Simulated Practical Work Experience Program allowed some unemployed apprentices to continue their training. One thousand one hundred (1,100) apprentices have benefitted from this program and it has specifically enabled over 100 apprentices to complete their apprenticeships. This endeavour continues to be a model for co-operation between the Canada Employment and Immigration Commission, the Ministries of Labour and Education, employers, educational institutions and trade unions.

The P.A.B. and the Ministry rely heavily on the Trade Advisory Committees (T.A.C.'s) for the provision of technical input with respect to the training for each trade. During the year procedures were put in place for streamlining the administration of the T.A.C.'s and improving their effectiveness. The P.A.B. convened a meeting of all the chairmen and vice chairmen of T.A.C.'s to explain the changes and to allow for a general discussion on matters of concern. The Women's Trade Advisory Committee was restructured as the Advisory Committee on Training and Employment for Women. This change of both name and structure more accurately reflects the purpose of this committee which continues to be sponsored by the P.A.B.

WORKERS' COMPENSATION BOARDS OF REVIEW

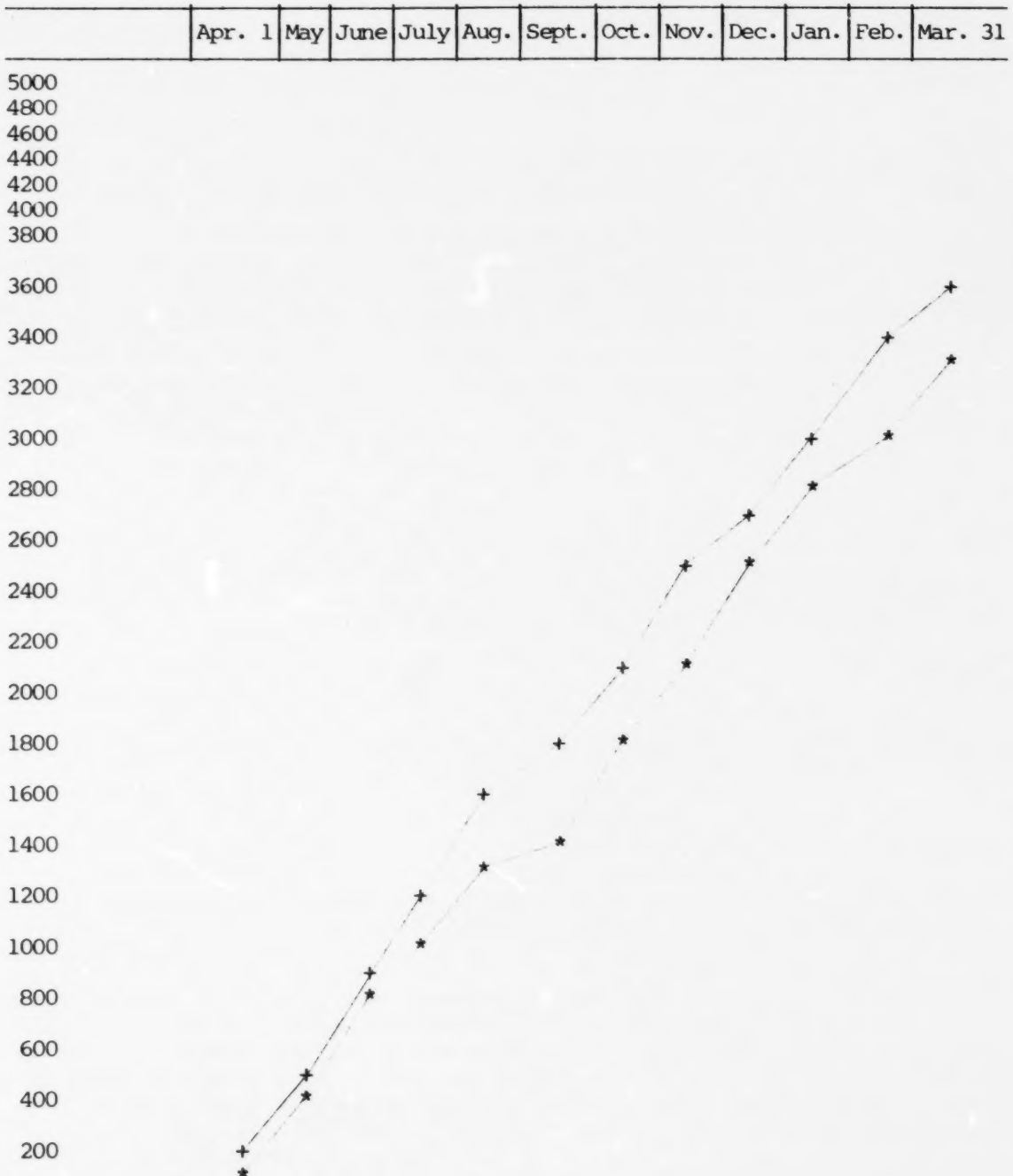
The Lieutenant Governor-in-Council has, pursuant to the Worker's Compensation Act, constituted six three-person Boards of Review whose sole function is to hear appeals by workers, their dependents or employers from decisions of officers of the Workers' Compensation Board respecting a worker. This judicial function occurs when the three-person Board hears or receives evidence and subsequently makes an adjudication to determine whether or not the decision of the Board Officer was made in accordance with the facts and was lawful under the appropriate statutory law or within the policies enunciated by the Commissioners of the Workers' Compensation Board, who exercise their exclusive jurisdiction under Section 96 (2) of the Act. The Boards of Review do not initiate policies on behalf of either the Workers' Compensation Board or the Ministry of Labour.

The Ministry of Labour is responsible to the Administrative Chairman of the Boards of Review to provide administrative support which includes:

- a) Providing premises and office equipment;
- b) Handling of payroll and benefits for the Chairmen, Members and support staff of the Boards of Review; and
- c) Providing office supplies and payment of travel expenses when the Boards of Review conduct hearings away from the Vancouver area.

BOARDS OF REVIEW - ADJUDICATED CLAIMS

FISCAL YEARS 82/83 and 83/84



Fiscal Year
 Adjudicated Claims 1982/83 *
 1983/84 +

HUMAN RIGHTS PROGRAM
1983 Annual Report

*This report covers the period from
January 1st to December 31st, 1983*

Under the Human Rights Code of British Columbia, the Human Rights Branch was responsible for investigating complaints of discrimination and for endeavouring to reach settlements through conciliation.

In 1993, the Branch handled 1,008 complaints. 501 were new complaints and 507 were carried over from 1982. During the year, 629 cases were closed. During 1983, the Branch received 7,630 inquiries. A significant number were from employers seeking information and advice about provisions of the Code.

New legislation was introduced before the year ended.

HUMAN RIGHTS OFFICES

Vancouver

Deer Lake Centre
115 - 4946 Canada Way
Burnaby, B.C. V5G 4J6
Phone: 291-7236

Kamloops

220 - 546 St. Paul Street
Kamloops, B.C.
V2C 5T1
Phone: 374-2838

Victoria

B.C.S.C. Building
4000 Seymour Place - 3rd Floor
Victoria, B.C. V8X
Phone: 389-3877

Prince George

1011 Fourth Avenue
4th Floor
Prince George, B.C. V2L 3H9
Phone: 562-3181

In addition, general inquiries and complaints of discrimination may be directed to any Ministry of Labour office in the province.

BOARDS OF INQUIRY

Section 16 of the Human Rights Code required the Director to refer cases that could not be settled to the Minister of Labour, who decided whether to appoint a Board of Inquiry. If a Board was appointed, it heard the evidence, interpreted the statute and either dismissed the complaint or upheld it and ordered compensation and restitution as provided in Section 17 of the Code.

Board of Inquiry Orders

After a Board of Inquiry has heard a complaint, it issues written reasons for its decision as well as an Order. In 1983, eleven such decisions were handed down:

* * *

J. Thibeault (Complainant)

v.

Fraser Valley Frosted Foods (Respondent)

A woman alleged that her employment with the respondent was terminated because of her sex.

The complainant was employed by the respondent in 1974 as a seasonal truck driver. She was the only woman so employed. After the field foreman who hired her left and was replaced, Ms. Thibeault complained of differential treatment and was subsequently terminated.

A Board of Inquiry was appointed. At the hearing the parties agreed to resolve their differences, without admission of liability or contravention on the part of the respondent. The complainant was reinstated. She will be recalled by the company at the commencement of the 1984 season with seniority rights in accordance with the provisions of the collective agreement; she will not be required to go through a probationary period. The company also agreed to pay the complainant \$2,500.00. Ms. Thibeault was satisfied with this settlement and agreed to withdraw the complaint.

* * *

Trudy Ann Holloway (Complainant)

v.

Claire MacDonald - Clairco Foods Ltd. (Respondent)

The complainant alleged that, after 5 years, her employment was terminated as a cashier at the respondent food store because she was four months pregnant. She alleged that her termination constituted a violation of Section 8 of the B.C. Human Rights Code on the basis of sex and without reasonable cause.

The respondent took the position that the reason for the termination was that he had to cut his staff as a result of the Sunday Closure bylaw. He chose to terminate the complainant because she would eventually be leaving because of her pregnancy.

The Board of Inquiry held that, because the respondent had used the complainant's pregnancy as a reason in his decision to terminate her, he had discriminated against her without reasonable cause contrary to Section 8(1) of the Code.

The Board further stated that discrimination on the basis of pregnancy constituted sex discrimination but that it was unnecessary to make such a finding in this case as the discrimination was covered on the basis of reasonable cause. The Board ordered that the respondent cease to contravene Section 8 of the Code and refrain from committing the same or similar contravention and that the respondent compensate Ms. Holloway for lost wages and legal costs.

* * *

Randal Cook (Complainant)
v.
Ministry of Human Resources
and Tranquille Hospital (Respondent)

The complainant, a 21-year old victim of cerebral palsy, had his offer of employment as a Health Care Worker II at Tranquille Lodge withdrawn by the Public Service Commission based on a pre-employment medical examination.

Mr. Cook had moderate weakness of the left arm and leg and his left leg was slightly shorter than his right. He was active in sports and had held a number of physically active jobs. He graduated from the Health Service Worker course and received top marks in the twelve-week Physical Care Practicum at Tranquille. He was encouraged by his instructors to apply for a permanent position.

Mr. Cook's offer of employment was subject to passing a medical check by the Occupational Health nurse at Tranquille. At issue was the fact that the complainant was not treated the same as other candidates for employment.

Attempts at settlement were unsuccessful and a Board of Inquiry was appointed. The case was dismissed as the Board found that the respondent had reasonable cause to deny the complainant the position.

* * *

Love Kumar Sharma (Complainant)
v.
Yellow Cab Company Ltd. (Respondent)

The complainant alleged that on two occasions he was denied the opportunity to purchase shares in a taxicab operating within the Yellow Cab system because of his race and place of origin. Furthermore, he alleged that, when he applied to purchase shares for the third time, he was denied the opportunity to do so because he had filed a complaint with the Human Rights Branch.

The respondent took the position that the Human Rights Code provided no basis in law for the complaint and resisted efforts by the Director to conduct an investigation concerning the allegations.

A Board of Inquiry was appointed to determine the question of jurisdiction and the merits of the complaint. It was found that the Board did have jurisdiction and an Inquiry into the matter has been scheduled for April 5-6, 1984.

* * *

Bhupinder Singh Dhaliwal (Complainant)
v.
Plateau Mills
A Division of B.C. Timber Ltd. (Respondent)

The complainant alleged that he was denied employment on the basis of race and place of origin. He alleged that he was not considered for employment because he could not communicate in English and because the company had a policy not to hire Indo-Canadians.

The respondent took the position that, since Mr. Dhaliwal could not speak English when he applied, he was not acceptable as a candidate for employment. The respondent company argued that the ability to communicate in English was a bona fide job requirement on the grounds of safety and economy.

The matter was referred to a Board of Inquiry. The evidence showed that it is commonplace in the lumber industry for non-English speaking employees to be hired and for other employees to act as interpreters. The respondent had a history of hiring non-English speaking employees and other mills close by employed a number of deaf mutes.

The Board ordered that Plateau Mills cease and desist from using English language proficiency and Canadian work experience as job criteria for employment and directed Plateau Mills to stop discriminating against East Indians. The Board also ordered the Company to pay lost wages to the complainant and to pay the costs of the proceedings.

The respondent appealed to the Supreme Court of British Columbia which heard argument in November, 1983. The decision is pending.

* * *

Fred Arrance and Veronica Butler et/al
(Complainant)

v.

Lone Star Hotel Ltd. (Respondent)

Mr. Arrance and Ms. Butler alleged on behalf of themselves and other Native persons that they were denied a service and were discriminated against with respect to a service because of race and without reasonable cause. There were complaints from five employees of the Carnegie Centre in East Vancouver who worked in the Native Youth Program. Two were Native people.

Settlement was not possible and the Minister of Labour referred the complaints to a Board of Inquiry. In this case it was clear that one of the owner's staff denied the service; the owner argued the complainants were not acceptably dressed and that he was not responsible for the acts of his employees.

The Board ruled that the Lone Star Hotel and its staff refrain from committing the same or any similar contravention again. The Board found it difficult to assess a monetary amount in terms of damage to self-respect but awarded the sum of \$500.00 to Ms. Butler and Mr. Arrance.

* * *

Cindy Lou McKnight (Complainant)

v.

Jorgen's Stair and Bannister Ltd. (Respondent)

Ms. McKnight was referred by the Canada Employment Centre to a position as a woodworker with the respondent. She phoned the contact person, the owner's wife, and was told that all positions were filled. Ms. McKnight then had a friend, Barry Brunfield, call to inquire about the position. He spoke to Ms. Jorgenson and gave Ms. McKnight's experience as his own. On that basis, Ms. Jorgensen asked him to come for an interview. The complainant alleged that she was discriminated against in employment on the basis of her sex.

The complaint was not settled and was referred to a Board of Inquiry. The respondent stated that the job involved heavy work and was unsuitable for a woman. The respondent did not employ women in the shop. The woodworker job was highly skilled and was never filled.

The Board ordered the respondent, Jorgen's Stair & Bannister Ltd., to pay Ms. McKnight the sum of \$500.00 within one month of the date of the decision. The respondent was ordered to cease discriminating on the basis of sex with respect to employment and, in particular, to make available to all applicants the opportunity to be considered for employment on the basis of bona fide qualifications for the job.

* * *

Joanne Carol Matlock (Complainant)
v.
Canora Holdings Ltd.
also known as The Seymour Medical (Respondent)

Ms. Matlock alleged that she was denied employment without reasonable cause (unrelated disability - speech impediment).

According to the evidence, the complainant suffered at one time from congenital abnormalities of the upper articulatory system but these abnormalities were successfully repaired over a period of approximately fifteen years. Part of the job in question involved handling requests for information over the telephone from other persons working for the Clinic. At the interview the interviewer said that the Clinic "didn't like to have people that had heavy accents" and said the complainant "might have difficulty speaking on the phone", and wondered if people would understand her. Ms. Matlock "had a feeling" that she was not going to get the job so she left the interview. She admitted that at no time did the interviewer actually say that she would not be hired.

The Board dismissed Mrs. Matlock's complaint and there was no order as to costs.

* * *

D. Vanderspek (Complainant)
v.
S. Poole (Respondent)

The complainant alleged that she was denied the right to rent a townhouse, contrary to Section 5 of the Human Rights Code of B.C.

Ms. Vanderspek saw an advertisement in a Vancouver newspaper for a townhouse to rent. She decided to look at it with the intention of sharing with a girlfriend who had a child. They made arrangements to view the townhouse and, after viewing, wanted to rent it. The respondent asked who would be renting it and the complainant replied, "my girlfriend, her little boy and myself". The respondent replied, "No. I don't allow single girls. They are not capable". The complainant explained that they could afford the rent. The rent was less than they were currently paying between them; they both had good jobs and could supply references. Subsequently, Ms. Vanderspek's father offered to guarantee the rent for a year but the respondent wasn't interested in renting to single women. The complainant found other accommodation about a month and a half later at a higher rent (\$32.50 per month). A Board of Inquiry was appointed to hear the complaint.

The Board found that the decision to deny occupancy of the townhouse was based upon the fact that the complainant belonged to a class of persons, namely single women. The Board ordered that the respondent cease the contravention of the Human Rights Code and refrain from committing the same or similar contravention. The Board ordered the respondent to compensate the complainant for the additional rent paid over one year (\$390.00).

* * *

S. Stewart (Complainant)

v.

Duncan Inn (Respondent)

The complainant alleged that the respondent hotel refused to continue to employ her because of her sex and because she had made a Workers' Compensation Claim.

Ms. Stewart worked for the respondent as a waitress in the beer parlor of the hotel for approximately eleven days. On the eleventh day she injured her wrist on the job and was unable to work. She filed for Workers' Compensation benefits. In compliance with Workers Compensation policy, the complainant made two attempts to perform her job at the hotel. On both occasions her wrist was too painful for her to fulfill her duties, although there had been improvement by the time of the second attempt. When she was given medical approval to return to work, the respondent told her there was no work for her. Subsequently, two men were hired; at the same time, the respondent had on file applications from at least three women who had more experience than the two males hired. The complainant also had more experience than the males hired. A male witness who was employed by the respondent corroborated Ms. Stewart's evidence that the respondent had stated he wanted to employ men only in the beer parlor. After several unsuccessful attempts at settlement, a Board of Inquiry was appointed.

The Board of Inquiry ordered that the company cease contravention of the Human Rights Code and refrain from committing further or similar contraventions. It ordered that the respondent pay compensation (\$382.60) to the complainant as well as costs.

* * *

COURT DECISIONS

Any one of the parties may appeal a Board of Inquiry decision in cases where there is a question of law or jurisdiction. In 1983, the following case was appealed.

Leslie James McCartney (Complainant)
v.
Woodward Stores (B.C.) Ltd. (Respondent)

Mr. McCartney alleged he was denied a promotion and subsequently fired because of a previous criminal conviction (a nine-year-old conviction for shoplifting of under \$50.00) contrary to Section 8 of the Human Rights Code of B.C. The complainant was seventeen years old at the time of his conviction.

The respondent took the position that the complainant had withheld job related information on an application for employment.

The Board ruled that the conviction was not related to the occupation or employment of the complainant and ordered that Mr. McCartney be reinstated in the same or an equivalent position. The Board ruled that the conviction was related to the job the complainant sought on promotion and therefore the respondent had reasonable cause to deny the promotion.

The respondent appealed the decision. The appeal was heard in February, 1983, and dismissed.

CONSENT ORDERS

The following Boards of Inquiry issued Consent Orders based on terms of agreement reached by the parties prior to a hearing.

Steven Nand (Complainant)
v.
Freightliner Canada Ltd. (Respondent)

Mr. Nand alleged that Freightliner of Canada Ltd. refused him a job as a Prep man in the paint shop because of a physical condition not related to the job. He had a congenital abnormality of the spine. An experienced painter, Mr. Nand had worked for four years as a shipper/receiver with another company. A physician classified Mr. Nand as a "Fit" person but noted that the congenital abnormality of the lumbar spine indicated that he was a risk for sustained heavy work. The company argued that it had to have a strict pre-employment medical to minimize the number of injuries. Mr. Nand's complaint was not an isolated case; the Human Rights Branch investigated two other similar complaints. A Board of Inquiry was appointed to hear this complaint.

Prior to the hearing, the parties agreed to a consent order without admission of liability on the part of the respondent. The order provided for the payment of the sum of \$2,500.00 to Mr. Nand.

* * *

Mark LaForest (Complainant)
v.
Freightliner Canada Ltd. (Respondent)

The complainant alleged that he was refused employment by Freightliner Canada Ltd. for a position of Material Handler because of a physical condition (Erbs Palsy of the left arm) unrelated to the job, contrary to Section 8 of the Human Rights Code of B.C.

The respondent denied contravening the provisions of the Human Rights Code.

A Board of Inquiry was appointed and the hearing took place on May 2, 1983. Both parties agreed to resolve their differences without admission of liability on the part of the respondent. The terms of the settlement were incorporated in an Order of the Board.

The respondent changed recruitment procedures and agreed to pay \$5,000.00 to the complainant.

* * *

Wesley Robert Webster (Complainant)
v.
Freightliner Canada Ltd. (Respondent)

The complainant alleged that he was refused employment in an Assembly or Drafting job, because of a physical condition (arthritis) unrelated to the job, contrary to the Human Rights Code of B.C.

The respondent denied contravening the provision of the Code.

A Board of Inquiry was appointed and the hearing took place on May 2, 1983. The parties agreed to resolve their differences; the terms of the settlement were incorporated in an Order without prejudice. The matter was resolved by payment of \$2,500.00 to the complainant.

DECISIONS PENDING

The following Board of Inquiry hearings were completed as of January, 1983 and decisions are pending.

Constance Vitcoe (Complainant)

v.

Dominion Life Assurance Co. (Respondent)

The complainant alleged that she was denied a service or facility without reasonable cause (mental condition) when she applied for insurance coverage.

Heard: November 15-21, 1983.

* * *

Polly Paton (Complainant)

v.

Brouwer & Company (Respondent)

The complainant alleged that she was terminated from her employment because of sex and without reasonable cause (pregnancy).

Heard: December 6 and 20, 1983.

* * *

Avtar Singh Toor (Complainant)

v.

Finlay Forest Industries Ltd. (Respondent)

The complainant alleged that he was suspended from employment as a bull-edger operator because of religion (Sikh).

Heard: June 27-28-29, 1983.

* * *

Bhupinder Singh Dhaliwal (Complainant)

v.

Plateau Mills Ltd. (Respondent)

The complainant alleged the respondent refused to hire him on the basis of race, place of origin and without reasonable cause. The Board found in favour of the complainant. The respondent appealed the Board of Inquiry order.

Appeal: November 17, 1983.

* * *

John Isaac (Complainant)
v.
Tahsis Co. Ltd. (Respondent)

The complainant alleged that he was denied the opportunity for employment without reasonable cause (learning disability).

Heard: October 3 and 14, 1983.

Human Rights Commission

The Human Rights Code enabled the Lieutenant Governor in Council, on the recommendation of Government to appoint persons to a British Columbia Human Rights Commission. At the end of 1983, vacancies on the Commission remained unfilled pending new legislation.

Resource Material Prepared in 1983

I'M OKAY: WE'RE NOT SO SURE ABOUT YOU

A report of the British Columbia Human Rights Commission on extensions to the Code.

HOW TO MAKE IT WORK

A report of the British Columbia Human Rights Commission on strengthening the statutory protection of human rights.

WHAT THIS COUNTRY DID TO US IT DID TO ITSELF

A report of the British Columbia Human Rights Commission on farm workers and domestic workers.

In conjunction with the Advisory Committee of Native Indian People, the Commission also prepared and submitted a brief to the Federal Special Committee on Indian Self-Government.

HUMAN RIGHTS PROGRAM

TABLE 1

TOTAL INQUIRIES RECEIVED

(1980 - 1983)

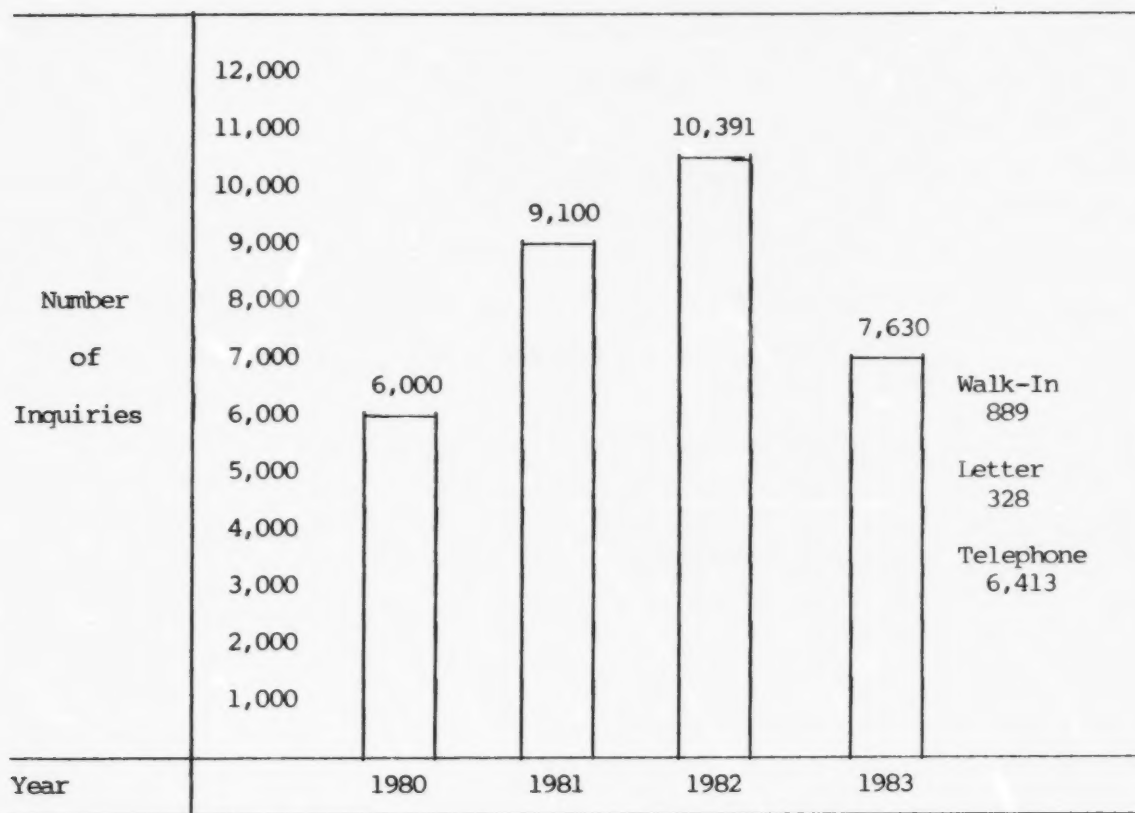


TABLE 2

NUMBER OF INQUIRIES BY MONTH (1983)

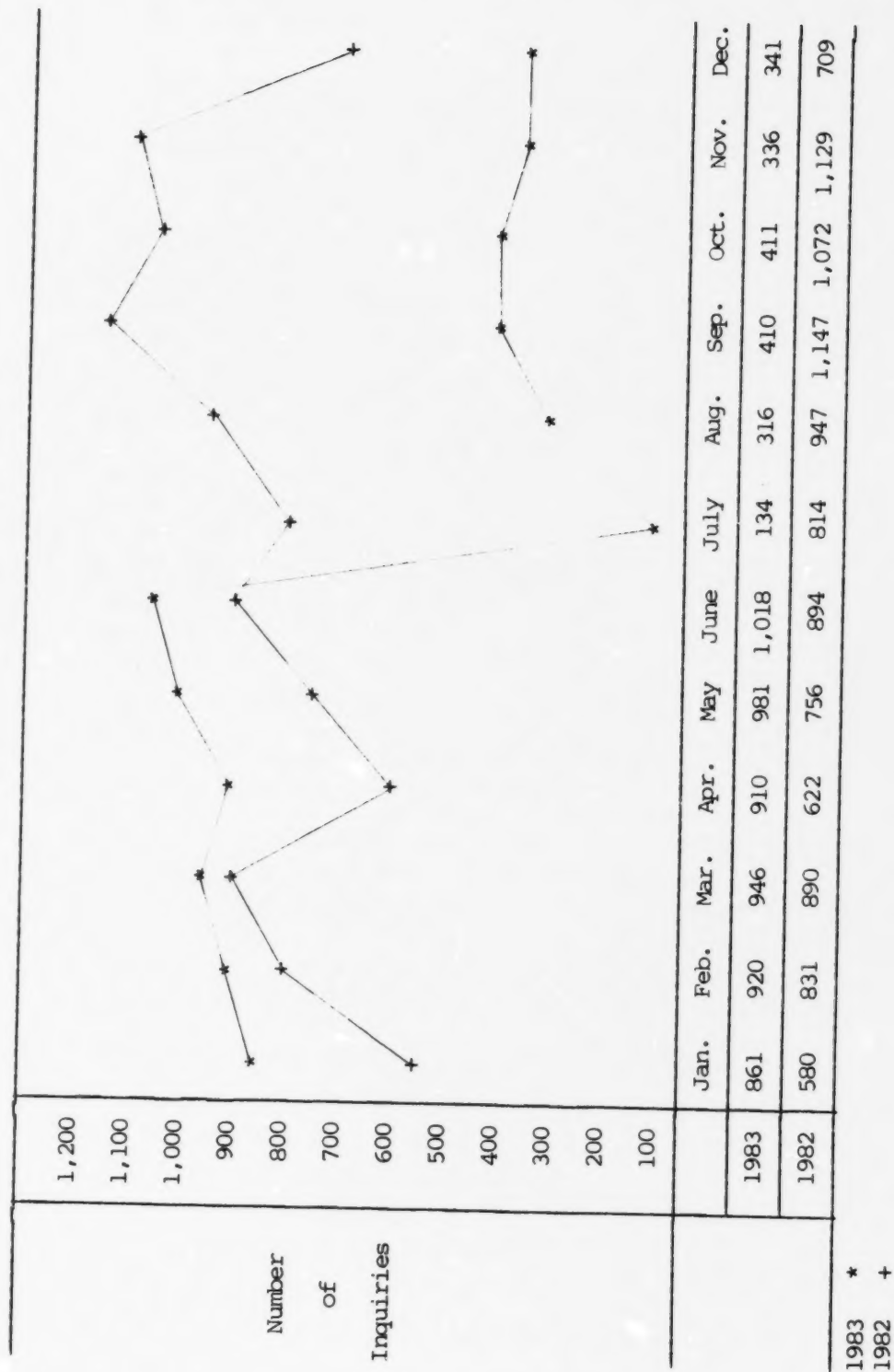
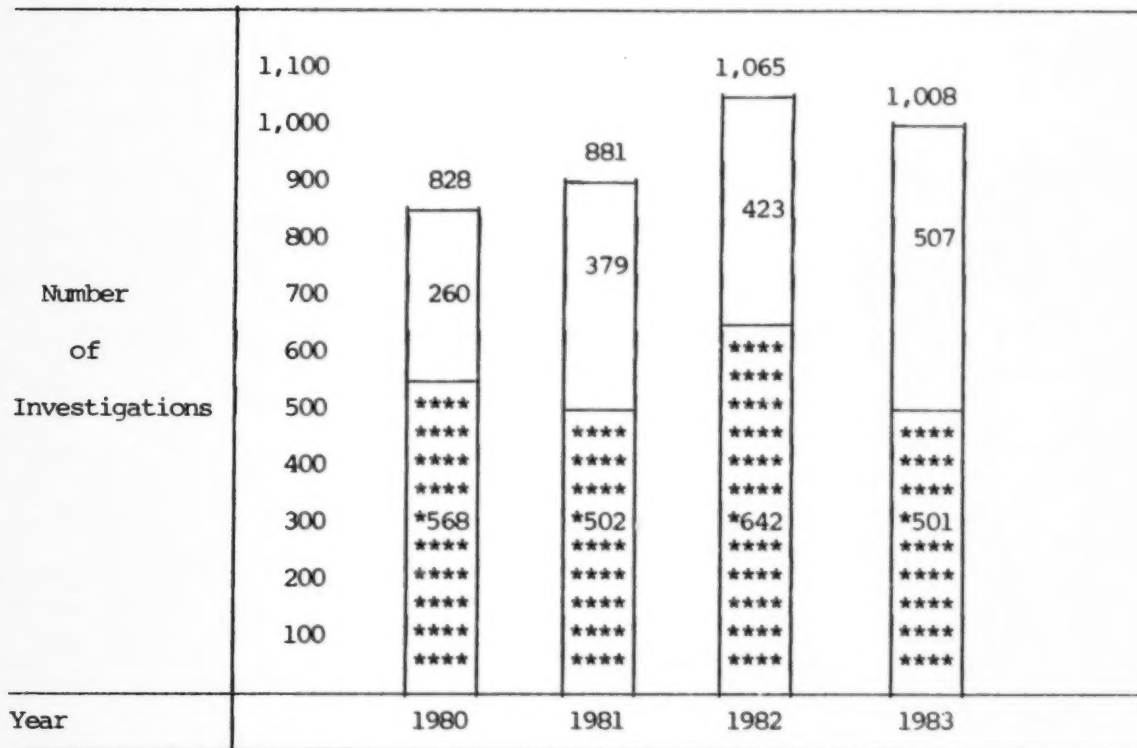


TABLE 3

NUMBER OF INVESTIGATIONS

(1980 - 1983)



*** New Investigations.

Investigations carried over from the previous year.

TABLE 4

NUMBER OF NEW INVESTIGATIONS BY MONTH

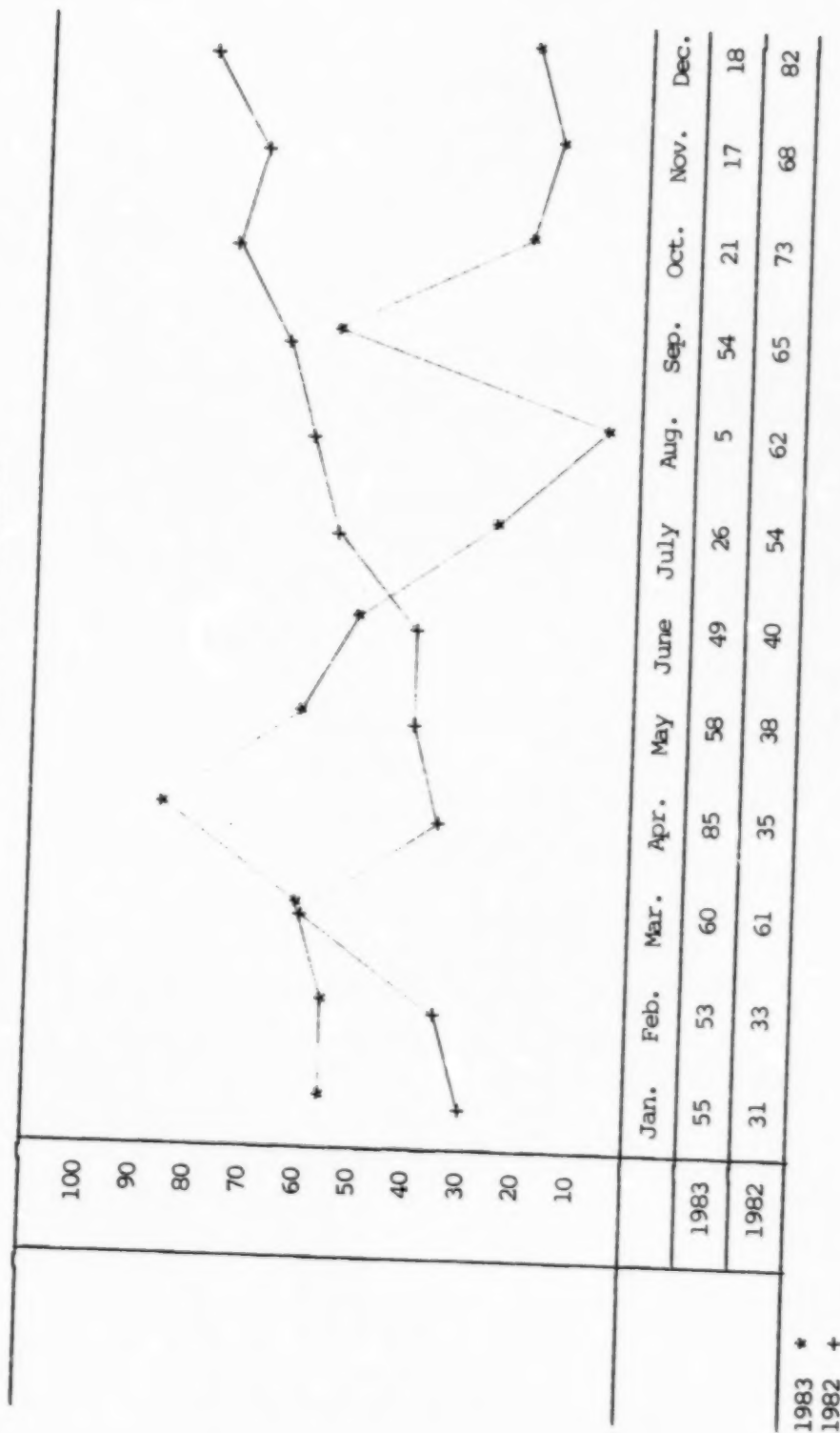
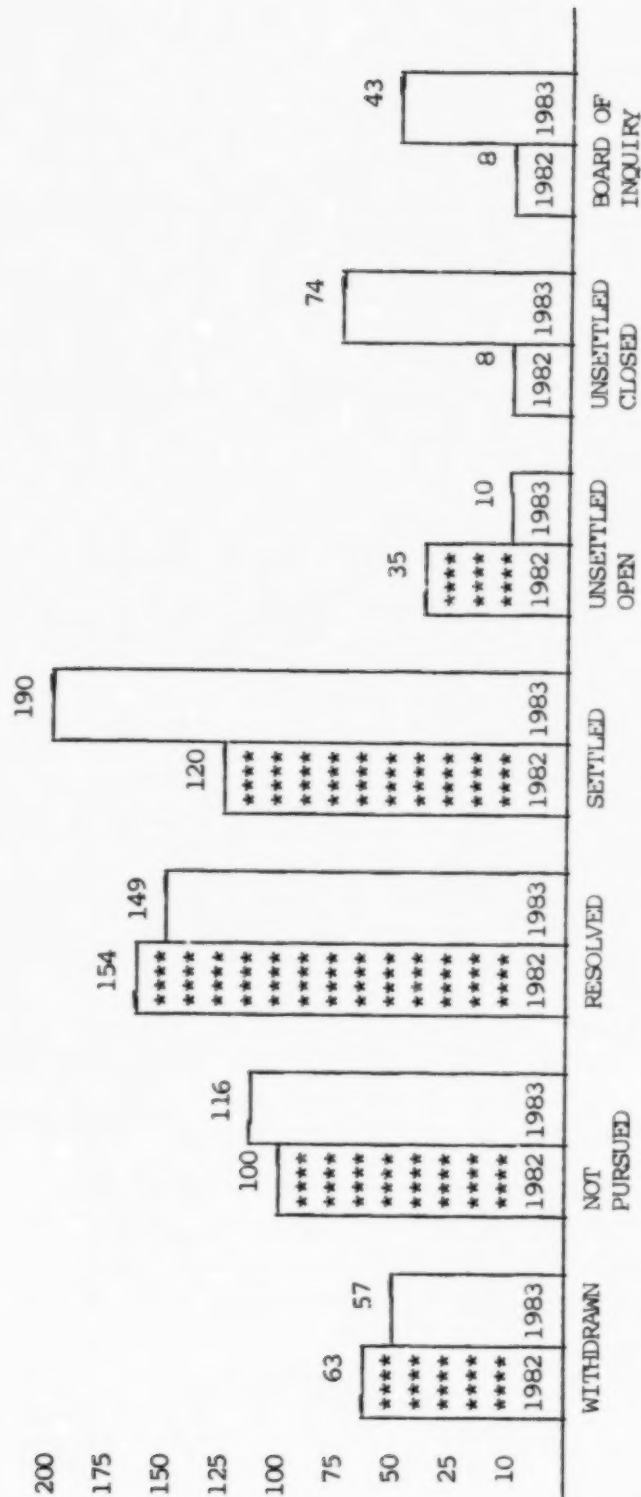


TABLE 5

DISPOSITION OF COMPLAINTS
(1982 - 1983)

WITHDRAWN	Complainant initiates closure	UNSETTLED	Referred to the Minister of Labour,
NOT PURSUED	Branch initiates closure	OPEN	decision pending
RESOLVED	No determination of contravention of the Human Rights Code but the parties are satisfied with the Branch's intervention	UNSETTLED CLOSED	Referred to the Minister of Labour, Board of Inquiry not approved
SETTLED	A finding of contravention of the Code and settlement achievement.	BOARD OF INQUIRY	Referred to the Minister of Labour, Board of Inquiry approved/appointed

COMPLAINTS BY PROHIBITED GROUNDS
1982 - 1983

1.	**	Sex, Marital Status	4.	@@	Other: Includes Religion	8	5.	&&	Without Reasonable Cause: Includes Mandatory Retirement Sexual Harrassment Pregnancy Physical/Mental Condition Other (1983)	24 55 16 62 39
2.	%%	Race: Includes colour, place of origin, ancestry			Marital Status Political Belief Criminal/Summary Conviction Proceeding under the Code (1983)	18 4 8 6				
3.	##	Age								

COMPLAINTS BY SECTION OF THE CODE
(1980 - 1983)

Year	1979	1980	1981	1982	1983
350	342	327	305	93	57
325	305	288	273	247	36
300	288	273	247	247	36
250	273	247	247	247	36
225	247	247	247	247	36
200	247	247	247	247	36
175	247	247	247	247	36
150	247	247	247	247	36
125	247	247	247	247	36
100	247	247	247	247	36
75	247	247	247	247	36
50	247	247	247	247	36
25	247	247	247	247	36

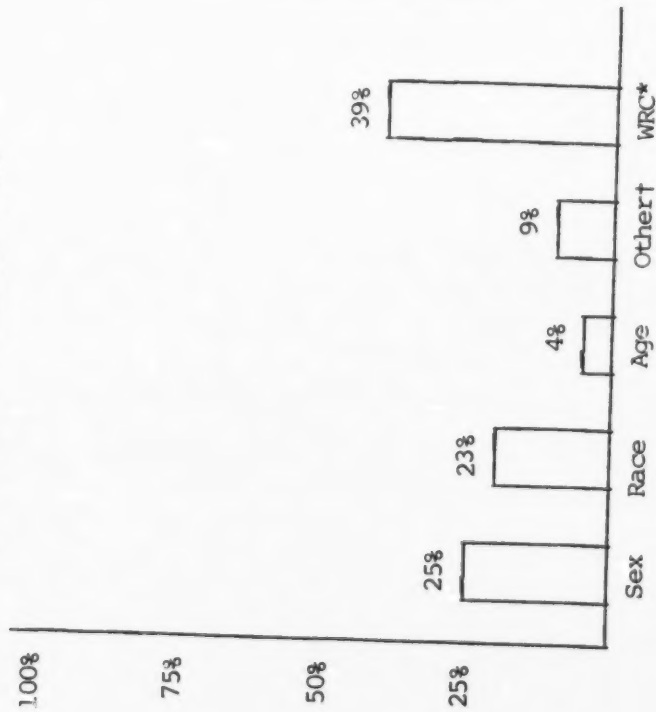
- | | | |
|----|----|------------------------------------|
| 1. | ** | Section 8 - Employment |
| 2. | %% | Section 3 - Public Service |
| 3. | ## | Section 7 - Employment Advertising |
| 4. | @@ | Section 5 - Tenancy |
5.

&&

Combination of:
Section 2 - Discriminatory Publication
Section 4 - Purchase of Property
Section 6 - Wages
Section 9 - Occupational Associations
Section 10 - A Proceeding under the Code

TABLE 8

Breakdown of Complaints
by Prohibited Grounds (1983)

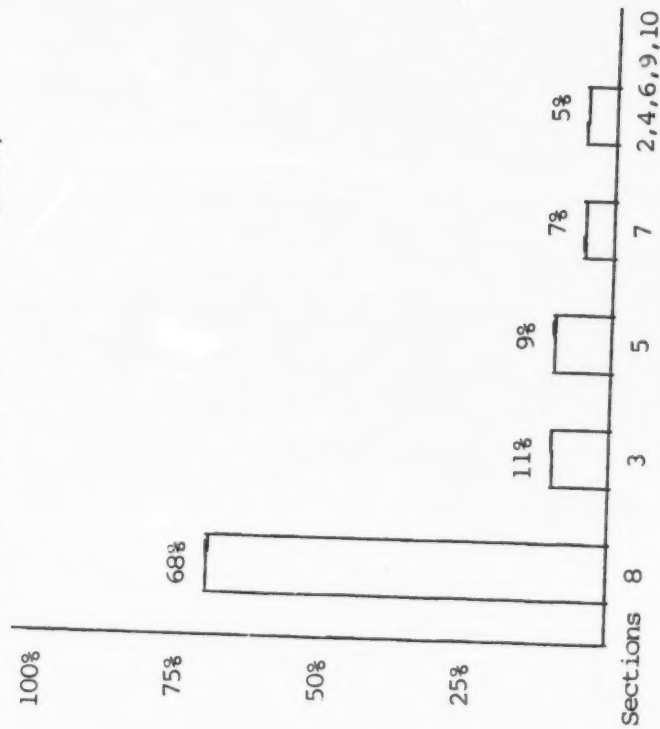


†Other - Political Belief
- Criminal/Summary Conviction
- Religion
- Marital Status

*WRC
- Without Reasonable Cause
- Physical Condition
- Mental Condition
- Pregnancy
- Sexual Harassment
- Mandatory Retirement

TABLE 9

Breakdown of Complaints
by Section of the Code (1983)



Section 8 - Employment
3 - Public Service
7 - Employment Advertising
5 - Tenancy
2 - Discriminatory Publication
4 - Purchase of Property
6 - Wages
9 - Occupational Associations
10 - A Proceeding under the Code

